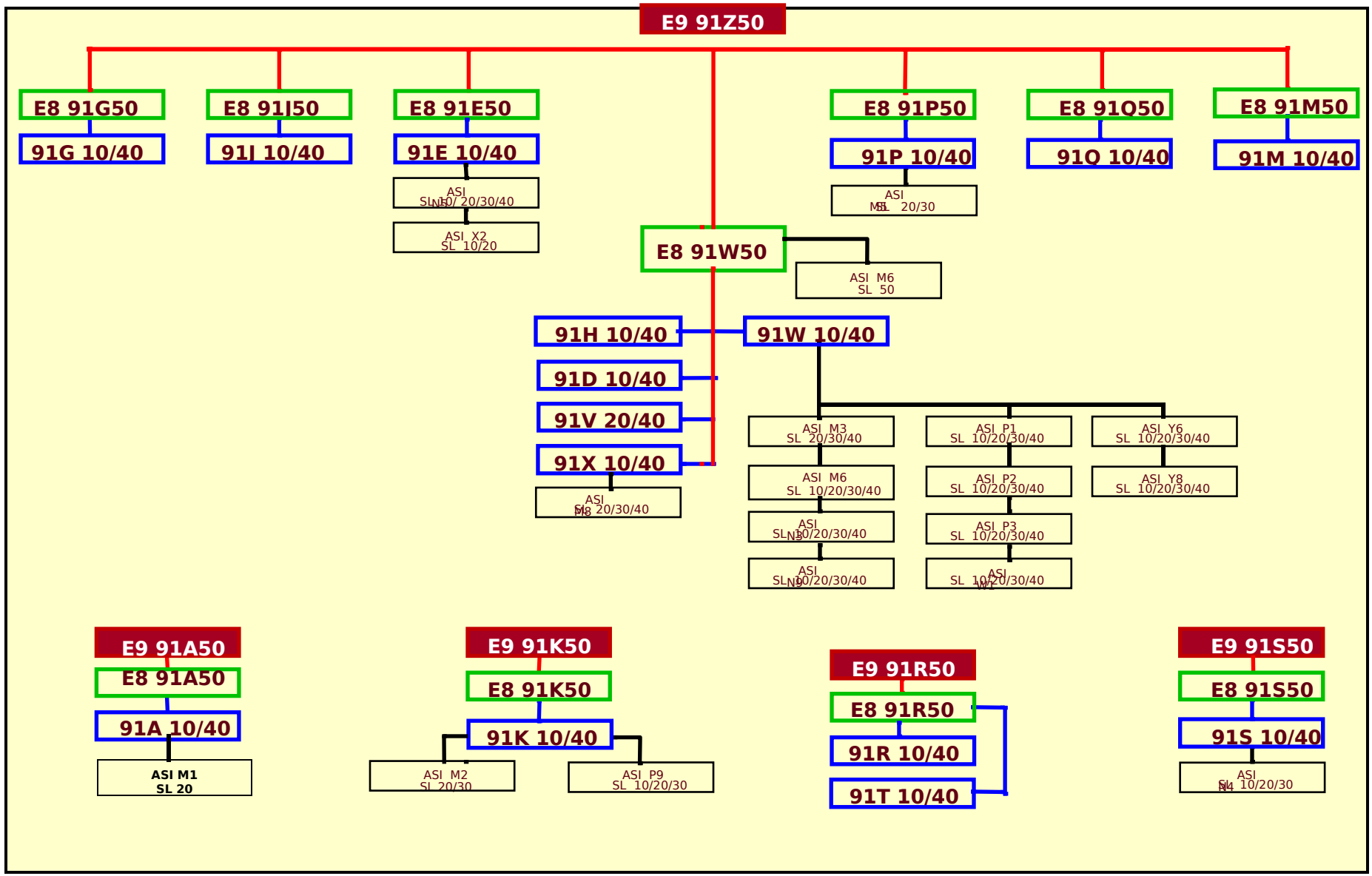
CSM/SGM/SMC SELECTION BOARD BRIEFING - JUNE 2006

AMEDD PERSONNEL PROPONENT INFORMATION PACKET – CMF 91

CMF 91 CAREER PATTERN



CMF 91 - MEDICAL

General Information about CMF 91

- **Overall CMF Mission –** Provides medical assistance/ treatment in support of the Global War on terrorism, while maintaining support to all beneficiaries
- **Force Modernization Effects –** Transformation in concert with the Army to support evolving missions, advancing technology and changing demographics; i.e., MRI conversion from MF2K, MIL/CIV
- **Unique CMF Characteristics –** Equal mission importance in both times of peace and war
- **General Information about CMF –** CMF 91 is composed of 17 MOSs and 19 ASIs representing various medical specialties which mirror their civilian counterparts, some of which require certification/licensure

MOS DESCRIPTION

MOS Description: 91A50

- Reviews and oversees MOS technical training
- Develops AMEDD Logistical Material Maintenance Programs
- Performs administrative and technical duties as principal Medical Maintenance NCO
- Functions as the senior Medical Maintenance Advisor on technical issues and personnel management
- Reviews quality control procedures

MOS DESCRIPTION

MOS Description: 91K50

- **Serves as general supervisor for large medical laboratory activities**
- **Performs technical and administrative duties as the senior Medical Laboratory NCO**
- **Advises command in strategic planning risk management, and blood management**
- **Evaluates training programs and implements improvement plans**

MOS DESCRIPTION

MOS Description: 91R50

- Supervises large veterinary service units or serves on veterinary staff
- Senior enlisted advisor on all issues involving enlisted soldiers
- Coordinates veterinary service activities with all elements of Department of Defense organizations
- Reviews subordinate unit activities and evaluates training programs

MOS DESCRIPTION

MOS Description: 91S50

- Supervises large preventive medicine services or units
- Senior enlisted advisor on all personnel issues
- Develops command-wide regulations and polices relating to preventive medicine services
- Evaluates training programs and provides recommendations for improvements

MOS DESCRIPTION

MOS Description: 91Z50

- **Functions as senior enlisted advisor to Commanders, Directors, and Chiefs of Departments and staff agencies on all matters pertaining to personnel**
- **Must be qualified in one of the following MOSs at the grade of MSG (91E, 91G, 91J, 91M, 91P, 91 Q, 91W)**
- **Must be knowledgeable in all technical and tactical missions, responsibilities and operations of all medical functional activities**

LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES

CHALLENGING/HIGH RISK ASSIGNMENTS:

- Project Warrior/Observer Controller
- Recruiter
- Reserve Component Advisor
- Professional Development NCO
- Small Group Leader/Senior Small Group Leader
- Equal Opportunity Advisor
- Inspector General NCO

LEADERSHIP OPPORTUNITIES:

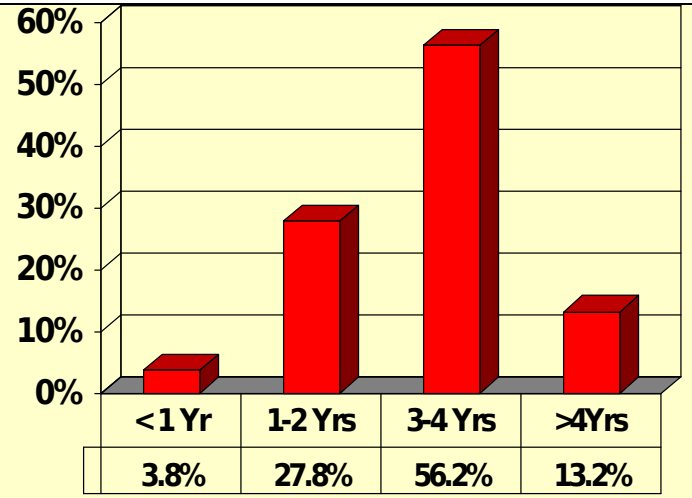
- First Sergeant/Detachment NCO
- Chief/Sr Medical NCO
- Drill Sergeant
- Department NCOIC

EDUCATION

MILITARY EDUCATION:

- WLC
- BNCOC
- ANCOC
- FUNCTIONAL COURSES
- MOS ENHANCING COURSES
- MOS RELATED TECHNICAL CERTIFICATIONS

CIVILIAN EDUCATION:



Percentage is of all MSGs in this CMF considered for promotion during the CY 05 SGM Selection Board

UNIQUE MOS CHARACTERISTICS

TOE VS. TDA ASSIGNMENTS:

At the rank of MSG, 65% of positions are in TDA units; at the rank of SFC, 72% of positions are in TDA units.

CHALLENGING ASSIGNMENTS:

- **IG NCO, EO Advisor, Project Warrior, Instructor/SGL, AC/RC Advisor, Recruiter and Drill SGT**

	IG NCO AUTHS	EO ADVISOR AUTHS	INSTRUCTOR/SGL AUTHS	DRILL SGT AUTHS	PROJECT WARRIOR AUTHS	AC/RC Advisor AUTHS	RECRUITER AUTHS
SSG			534 (13%)	79 (2%)			209 (5%)
SFC	8 (.5%)	29 (2%)	289 (20%)	33 (2%)	19 (1%)		46 (3%)
MSG	4 (.5%)	4 (.5%)	34 (5%)		1 (.1%)		23 (3%)

SPECIAL MOS CONSIDERATIONS

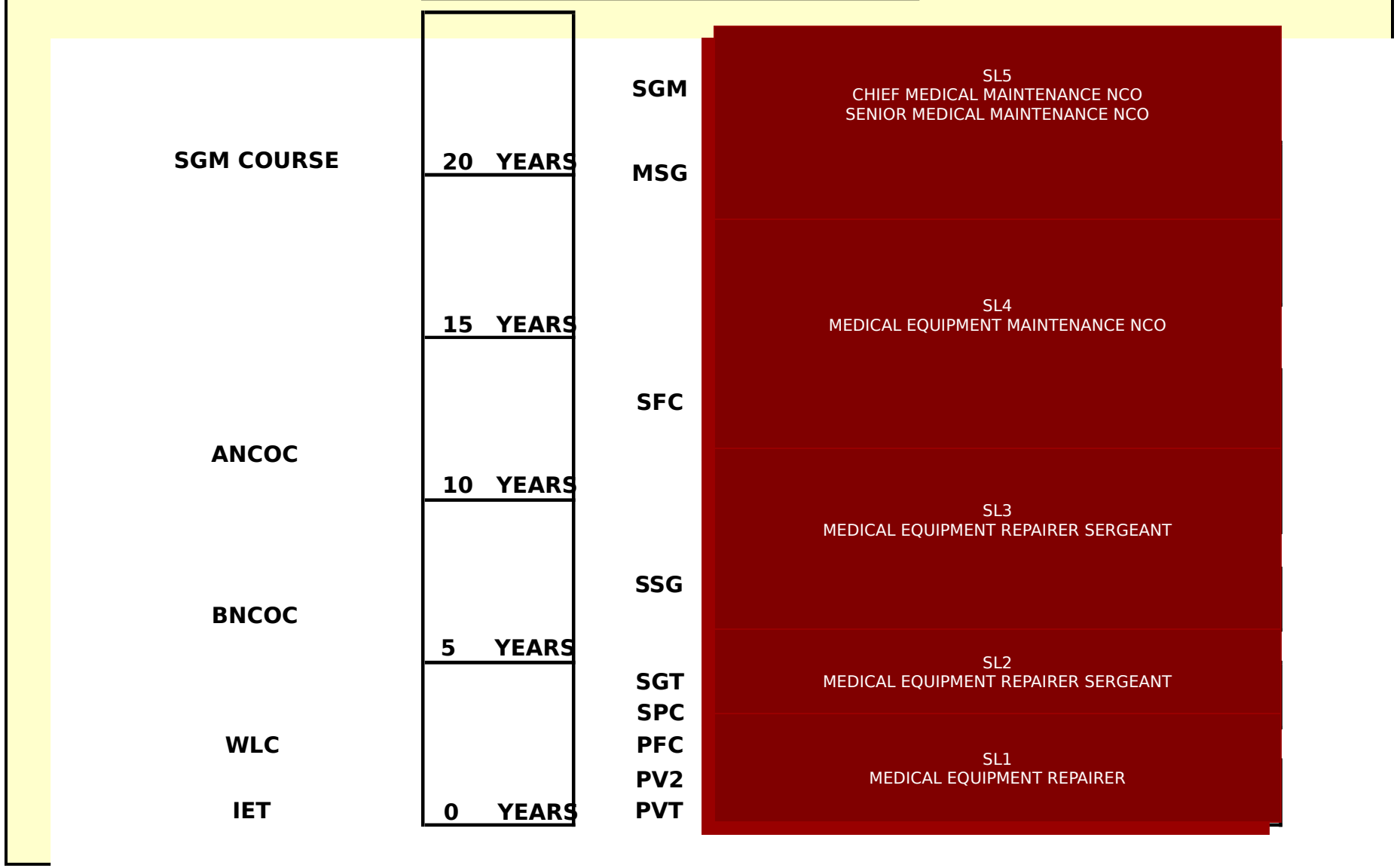
- First Sergeant authorizations are documented for MOS 91E, 91J, 91R, and 91W. However, Chief Food Service NCOs, Chief Radiology NCOs, Senior Pharmacy NCOs, Chief Medical Laboratory NCOs, Preventive Medicine NCOs, Mental Health NCOs, and Senior Patient Administration NCOs also perform at a high level of responsibility.

- All MOSs in the 91 CMF will be considered for selection to Command Sergeant Major

- Limited opportunity exists for field experience in low density MOSs and ASIs

TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91A



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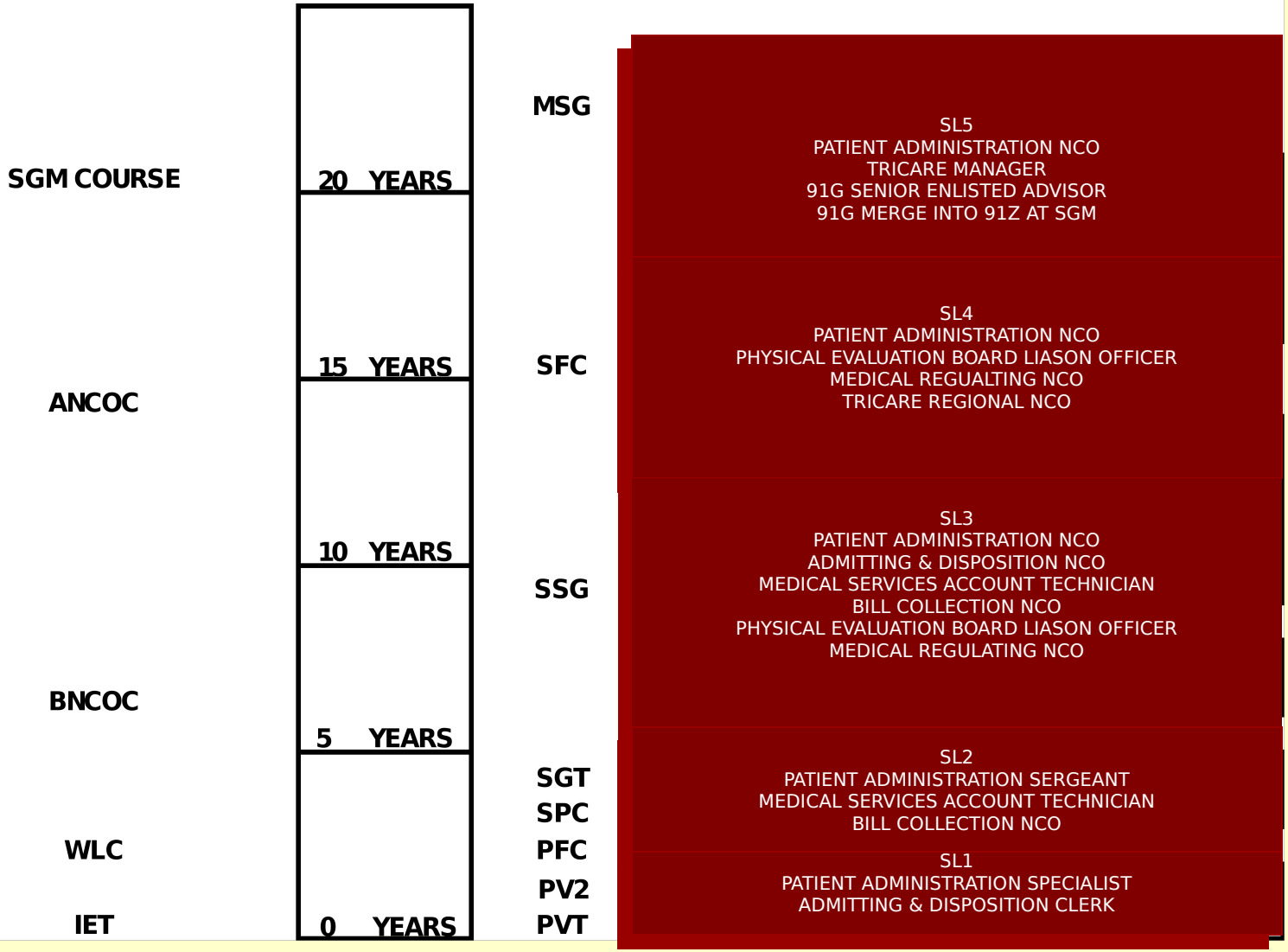
TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91E

SGM COURSE	20 YEARS	1SG/ MSG	SL5 FIRST SERGEANT SENIOR DENTAL NCO STAFF DENTAL NCO 91E MERGE INTO 91Z AT SGM
1SG COURSE	15 YEARS	SFC	SL4 DETACHMENT NCO SENIOR DENTAL NCO OPERATIONS NCO PRACTICE MANAGERS SENIOR DENTAL LAB SERGEANT
ANCOC	10 YEARS	SSG	SL3 SENIOR DENTAL LAB SERGEANT SENIOR DENTAL SERGEANT PRACTICE MANAGERS
BNCOC	5 YEARS	SGT SPC	SL2 DENTAL SERGEANT PREVENTIVE DENISTRY SERGEANT DENTAL LAB SERGEANT
WLC		PFC PV2	SL1 DENTAL SPECIALIST PREVENTIVE DENISTRY SPECIALIST DENTAL LAB SPECIALIST
IET	0 YEARS	PVT	

TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91G



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TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91J

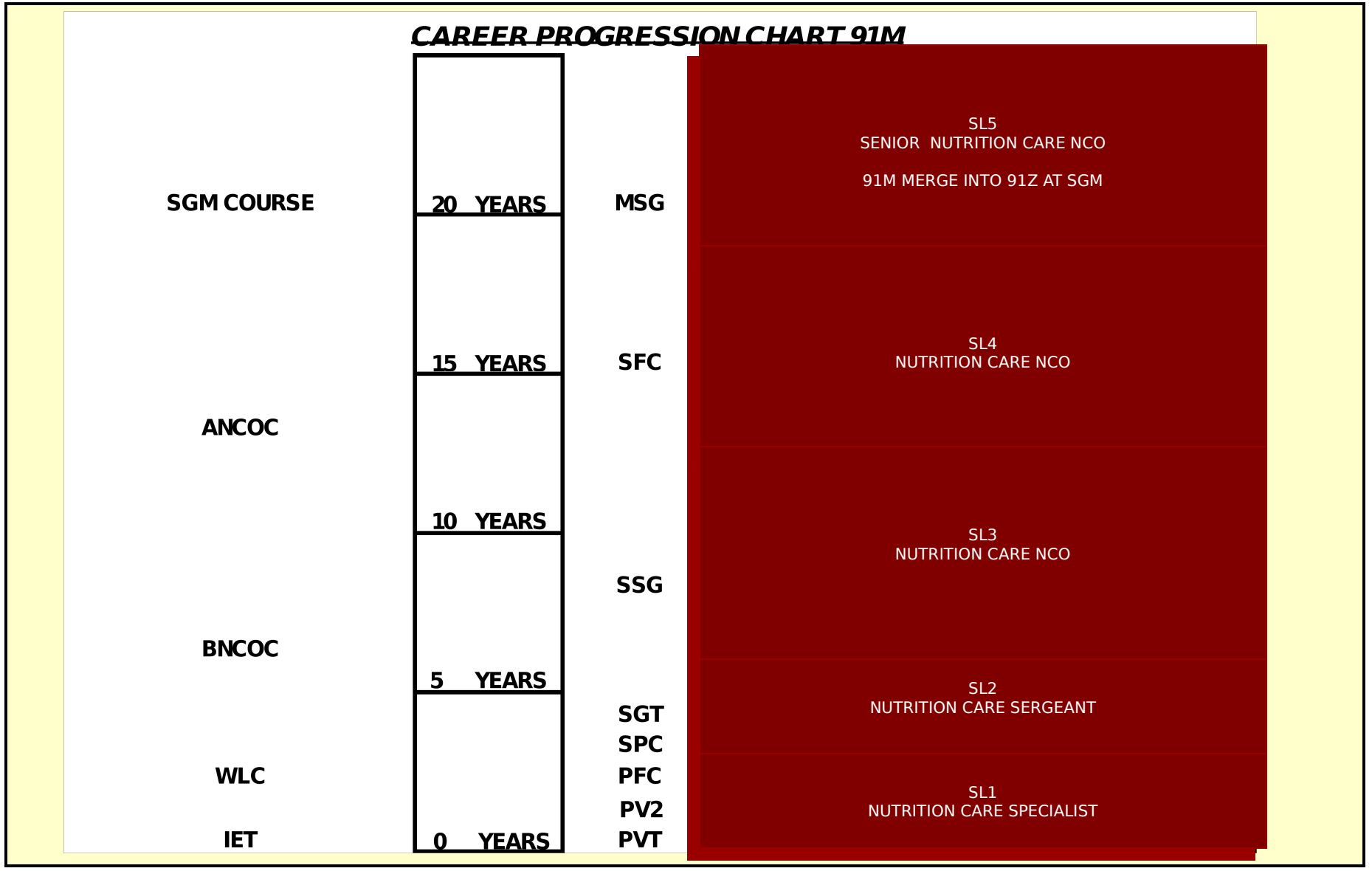
SGM COURSE 1SG COURSE	20 YEARS	1SG/ MSG	SL5 FIRST SERGEANT PROPERTY MANAGEMENT SERGEANT MEDICAL LOGISTICS SERGEANT MEDICAL STORAGE SUPERVISOR OPERATIONS NCO 91J MERGE INTO 91Z AT SGM
ANCOC	15 YEARS	SFC	SL4 DETACHMENT SERGEANT PLATOON SERGEANT MEDICAL STORAGE SUPERVISOR STOCK CONTROL SUPERVISOR MATERIAL DISTRIBUTION SUPERVISOR PROPERTY MANAGEMENT SERGEANT
BNCOC	10 YEARS	SSG	SL3 MEDICAL LOGISTICS SERGEANT MEDICAL STORAGE SUPERVISOR STOCK CONTROL SUPERVISOR MATERIAL DISTRIBUTION SUPERVISOR PROPERTY MANAGEMENT SERGEANT
	5 YEARS	SGT	SL2 MEDICAL LOGISTICS SERGEANT
WLC		SPC PFC	SL1 MEDICAL LOGISTICS SPECIALIST VEHICLE DRIVER
IET	0 YEARS	PV2 PVT	

TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91K

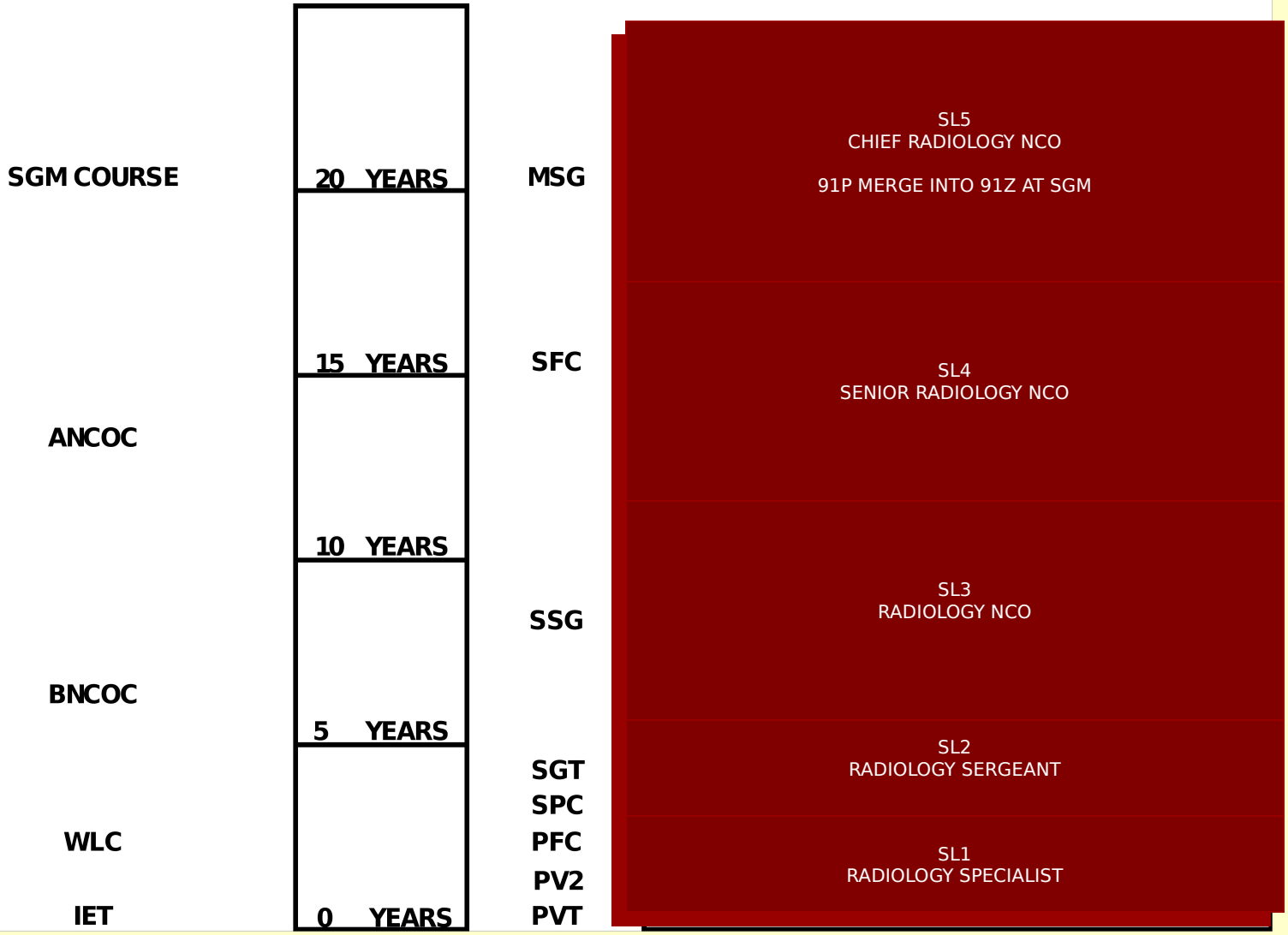
		SGM	SL5 SENIOR MEDICAL LABORATORY NCO CHIEF MEDICAL LABORATORY NCO
SGM COURSE	20 YEARS	MSG	
	15 YEARS	SFC	SL4 DETACHMENT SERGEANT PLATOON SERGEANT MEDICAL LABORATORY NCO BLOOD DONOR CENTER OPERATIONS NCO BIOLOGICAL SCIENCE NCO CYTOLOGY NCO
ANCOC			
	10 YEARS	SSG	SL3 MEDICAL LABORATORY NCO BLOOD DONOR CENTER OPERATIONS NCO BIOLOGICAL SCIENCE NCO CYTOLOGY NCO SECTION CHIEF
BNCOC			
	5 YEARS	SGT	SL2 MEDICAL LABORATORY NCO BLOOD DONOR CENTER OPERATIONS NCO BIOLOGICAL SCIENCE NCO CYTOLOGY SERGEANT
		SPC	
WLC		PFC	SL1 MEDICAL LABORATORY SPECIALIST BLOOD DONOR CENTER OPERATIONS SPECIALIST BIOLOGICAL SCIENCE SPECIALIST
		PV2	
IET	0 YEARS	PVT	

TYPICAL CAREER PATTERN

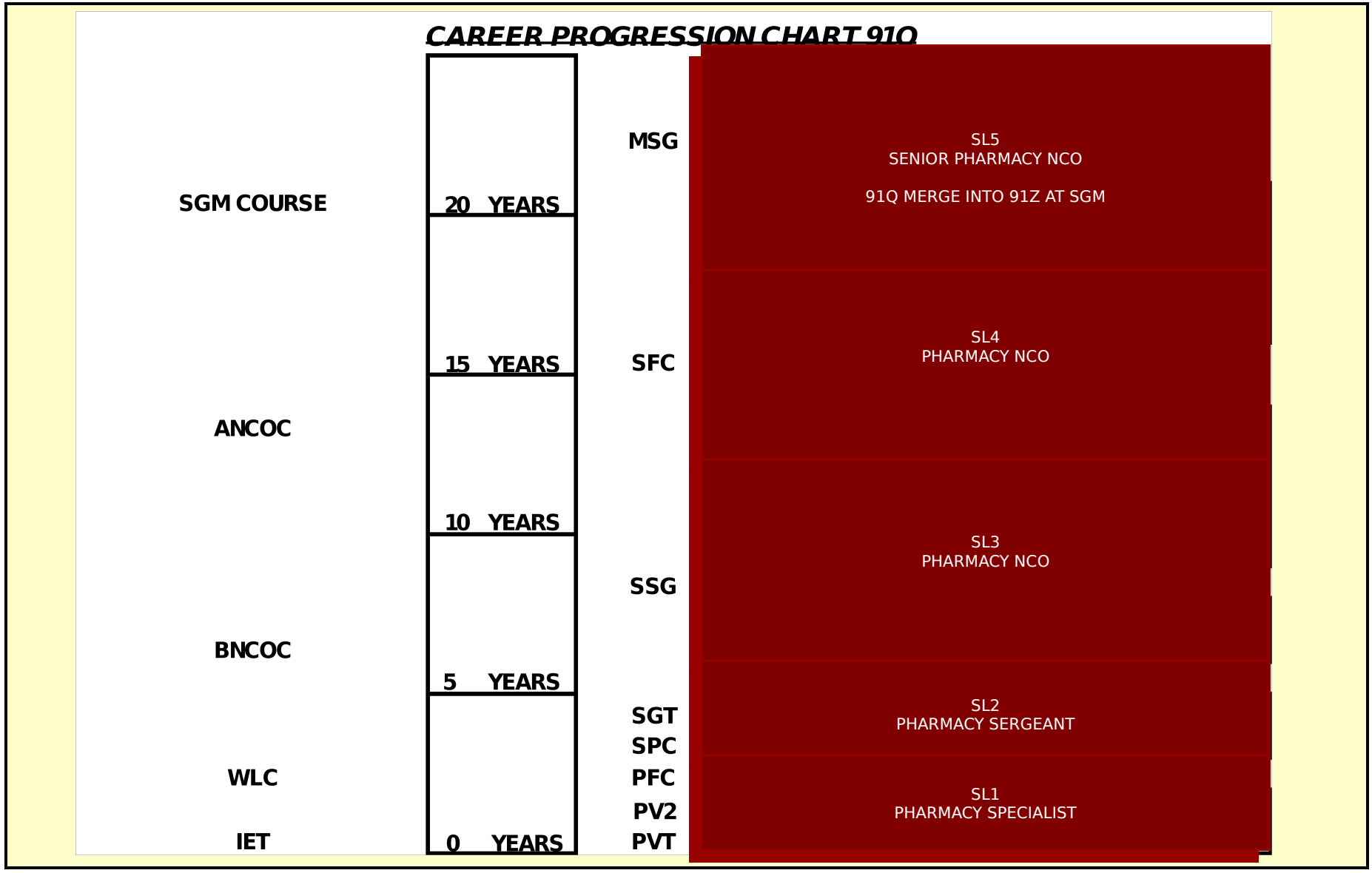


TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91P



TYPICAL CAREER PATTERN

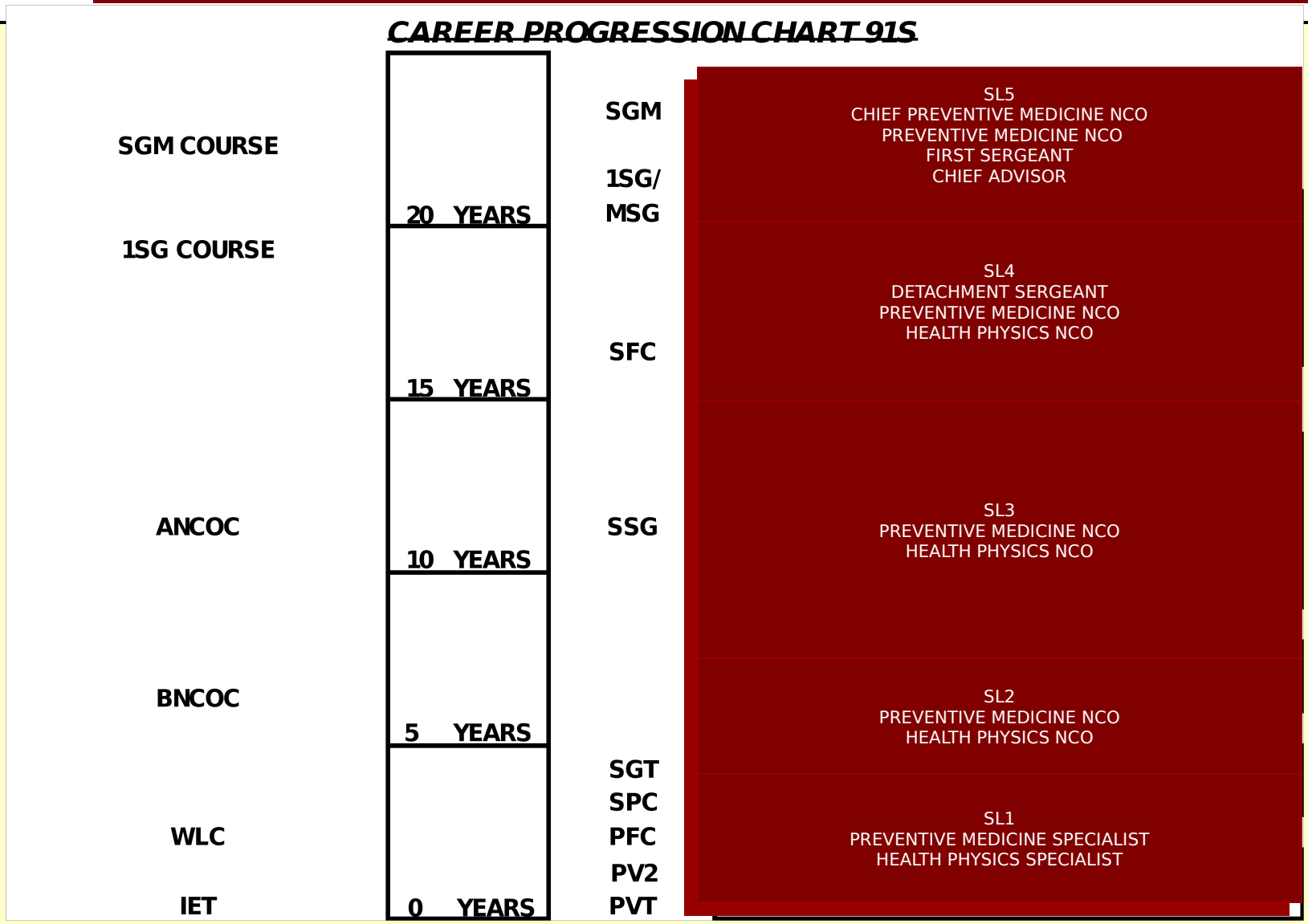


TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91R

SGM COURSE	20 YEARS	SGM 1SG MSG	SL5 SENIOR VETERINARY NCO FIRST SERGEANT CHIEF VETERINARY NCO
1SG COURSE	15 YEARS	SFC	SL4 DETACHMENT SERGEANT VET SERVICES NCO FOOD INSPECTION NCO BRANCH NCO(MULTIPLE STATES AND/OR INSTALLATIONS MARINE CORPS FOOD MANAGEMENT TEAM
ANCOC	10 YEARS	SSG	SL3 FOOD INSPECTION NCO PRODUCT QUALITY NCO QUALITY AUDITOR VET SERVICES NCO BRANCH NCO(MULTIPLE STATES AND/OR INSTALLATION)
BNCOC	5 YEARS	SGT	SL2 FOOD INSPECTION NCO SUBSTANCE SURVEILLANCE INSPECTOR QUALITY AUDITOR PROCUREMENT SERGEANT NAVY SHIP RIDER SUBSTANCE SURVEILLANCE INSPECTOR
PLDC		SPC PFC	SL1 FOOD INSPECTION SPECIALST
IET	0 YEARS	PV2 PVT	

TYPICAL CAREER PATTERN



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TYPICAL CAREER PATTERN

CAREER PROGRESSION CHART 91W

SGM COURSE	20 YEARS	1SG/	SL5 FIRST SERGEANT SR HEALTH CARE NCO SR CAREER ADVISOR SR OPERATIONS SERGEANT PLANS NCO SR PRACTICAL NURSE NCO 91W MERGE INTO 91Z AT SGM
1SG COURSE BATTLE STAFF COURSE		MSG	
	15 YEARS	SFC	SL4 DETACHMENT NCO PLATOON SERGEANT HEALTH CARE NCO EMERGENCY MEDICAL NCO CLINIC NCO OPERATIONS NCO PLANS SERGEANT
ANCOC	10 YEARS		
		SSG	SL3 HEALTH CARE NCO EMERGENCY CARE NCO SECTION NCO
BNCOC	5 YEARS		
		SGT	SL2 HEALTH CARE SERGEANT EMERGENCY MEDICAL CARE NCO EMERGENCY TREATMENT NCO AMBULANCE AIDE/DRIVER
		SPC	
WLC		PFC	SL1 HEALTH CARE SPECIALIST EMERGENCY MEDICAL CARE SPECIALIST AMBULANCE AIDE/DRIVER LITTER BEARER
		PV2	
IET	0 YEARS	PVT	

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CMF 91 – MEDICAL
Professional Development Model

DEVELOPMENTAL ASSIGNMENTS					
RANKS	PVT- PFC SPC/CPL	SGT	SSG	SFC	MSG
SKILL LEVELS	SKILL LEVEL 1O	SKILL LEVEL 2O	SKILL LEVEL 3O	SKILL LEVEL 4O	SKILL LEV 5O
DUTY ASSIGNMENTS			RECRUITER DRILL SGT SGL/INSTRUCTOR	OBSERVER/CONTROLLER SGL/INSTRUCTOR AC/RC ADVISOR EO ADVISOR IG NCO DRILL SGT	AC/RC ADVISOR EO ADVISOR IG NCO
	TEAM LEADER		OPERATIONS/INTEL SGT/BATTLE STAFF NCO		
		SQUAD LEADER		PLATOON SGT	FIRST SERGEANT
INSTITUTIONAL TRAINING					
	BCT/AIT/WLC	BNCOC	ANCOC	Battle Staff NCO Course/1SG Course	SERGEANTS COURS
SELF DEVELOPMENT					
RECOMMENDED NCOES-RELATED COURSES AND ACTIVITIES	PRIOR TO PLDC	PRIOR TO BNCOC	PRIOR TO ANCOC		PRIOR T SMC
	English Composition	Communication Skills	Principles of Management		Research Tec (Statistic
	Basic Mathematics	Personnel Supervision	Organizational Behavior		Human Res Managem
	Computer Literacy	Behavioral Science	Information Mgt Systems		
		Stress Management	Technical Writing		
		Fundamentals of Speech	Health & Fitness		
		Maintenance			

CMF 91 – MEDICAL
Professional Development Model (cont)

RECOMMENDED CMF-RELATED	SKILL LEVEL 10	SKILL LEVEL 20	SKILL LEVEL 30	SKILL LEVEL 40	SKILL LEVEL 50
COURSES AND ACTIVITIES	Medical Terminology	Human Growth & Development	Social Psychology	Adult Education Courses	Budget & Finance
	Biology	Abnormal/Adolescent Psychology	Principles of Instruction	Organizational Management	Marketing
	Chemistry	Counseling (SL 20 or 30)	Organizational Management	Accounting	Health Care Planning/Administration
	Physics (42E)	Foreign Language	Economics	Hospital Administration	ACCP Continued
	Anatomy & Physiology	Educational Psychology	Counseling	Health Care Law	
	Psychology & Sociology	Comparative Anatomy	Human Relations	Health Care Planning	
	Typing/Intro to Keyboards	ACCP Continued	Medical/Legal Ethics	Basic SDATS	
	Foreign Language	Continue Computer Courses	Management Strategy	ACCP Continued	
	Consult Supervisor for recommended ACCP appropriate for next skill level		Leadership Management Problem Solving ACCP Cont'd Continue Computer	Continue Computer Courses	
RECOMMENDED CMF RELATED CERTIFICATION OR		AA/AS		BA/BS	
NOTE	* See DA Pam 600-67. The Army Writing Standard is writing that can be understood in a single rapid reading, and is generally free of errors in grammar, mechanics, and usage.				
	ACCP - Army Correspondence Course Program			APPROVED BY: Commandant, AMEDD Center & School	
	DATE: 18 October 1991		UPDATED: 5 April 2005		

RECOGNITION OR AWARDS

- Expert Field Medical Badge (EFMB)/Combat Medical Badge (CMB)/Combat Action Badge (CAB)
- Order of Military Medical Merit (O2M3)
- SGT Audie Murphy and SGT Morales
- Drill Sergeant of the Year
- Soldier/NCO of the Year

PROMOTION POTENTIAL INDICATORS

The following indicators should be considered when evaluating promotion potential for 91 CMF NCOs to the grade of CSM/SGM:

- **Pattern of consistent NCOERs that reflect outstanding duty performance in a variety of challenging assignments and potential to excel at higher levels of responsibility**

- **Served successfully as a First Sergeant or Detachment Sergeant**

- **DA 1059 indicating met or exceeded NCOES course standards or achievement as Distinguished/Honor Graduate, Commandants List, and Leadership Award**

- **Maintained high physical fitness standards and consistently compliance with height and weight standards**